

Parks to change fees for summer

It will cost less to park some extra vehicles at Oregon State Park campsites this summer, though reserving a site in advance will cost \$1 more. Both changes were approved recently by the Oregon Transportation Commission.

The current \$5 extra vehicle fee will drop to \$2 per night when there are three or fewer adults assigned to a campsite. The \$5 rate will remain in effect if there are four or more adults at a single site.

The non-refundable portion of making an advance campsite reservation will go to \$3, up \$1 from current levels, to more accurately match actual costs. As a result, campers will make an advance payment of \$9 when making a reservation, with \$6 applied toward the camping fee.

Steve Johansen, operations support manager for Parks, said reservation applications can be secured at all state parks, many Motor Vehicles Division and Oregon State Police offices, as well as from most chambers of commerce throughout Oregon.

He also noted that while the extra vehicle fee will be less for many campground users this summer, there are four parks where extra vehicles at campsites are prohibited in order to avoid over-loading sanitary systems. They are Detroit Lake, Detroit; Beachside, Waldport; Cape Lookout, Tillamook; and Wallowa Lake, Joseph.

Campsite fees, the same this summer as they were last year, are \$8 for a full hookup site, \$7 for an electrical hookup, \$6 for a tent site, and \$5 for a primitive campsite.



The walls of the Rocky Butte Jail come tumbling down as contractors demolish the structure, displaced by the I-205 Freeway. Prisoners were moved to the new Justice Center last November. ODOT is salvaging some of the rock to use on trails, bridges and walls in the Columbia Gorge, including the old Columbia River Highway.

Goes to Emergency Board

Highway requests 206 new positions

Concerned that the Six-Year Highway Improvement Program calls for more construction than the Highway Division can handle with existing personnel, the Transportation Commission gave the division approval last month to request 200 new engineering positions from the Legislative Emergency Board.

The commission's action came during a work session following the Feb. 28 meeting in Salem.

The Emergency Board, which was to meet during VIA press time, was also to be asked to lift spending limits, so the division can hire out-

side consultants to help ready highway projects for contracting.

Six Central Services positions, mainly in personnel and training, were also to be requested to support the Highway Division's engineering positions.

The six-year program calls for \$1 billion in construction projects to be completed by 1989--about 50 percent more construction work than the division has ever faced, according to State Highway Engineer Scott Coulter.

Gary Potter, Program Section manager, told the Commission that personnel cutbacks of the mid-1970s had never been restored. At the same time, the division's workload has increased con-

siderably.

Potter said that without added help, the six-year plan's work schedule cannot be met. He said the 200 figure was below what was actually needed, citing the division's concern that layoffs not take place should work volume decrease for some reason.

He said the new employees would come from all areas of engineering, assuming the E-Board approved the request.

He said that the request was not for more money, but for spending funds that would be available through revenues projected for the six-year plan. Those funds would come from the federal gas tax, Continued on page 3

Studded tire season shortened

The Transportation Commission shortened the studded tire season for western Oregon by four weeks, making April 1 the deadline for those west of the Cascades who use the special traction devices.

The commission had originally cut the season by six weeks to March 15, but following a special phone conference meeting March 7, that season was readjusted to accommodate those who ski during the spring school break. Skiers and ski resort operators complained that the short studded tire season would keep skiers away from the mountains.

Commission members also cited the lack of notice the public was given for the closure as a reason for changing the ban to April 1.

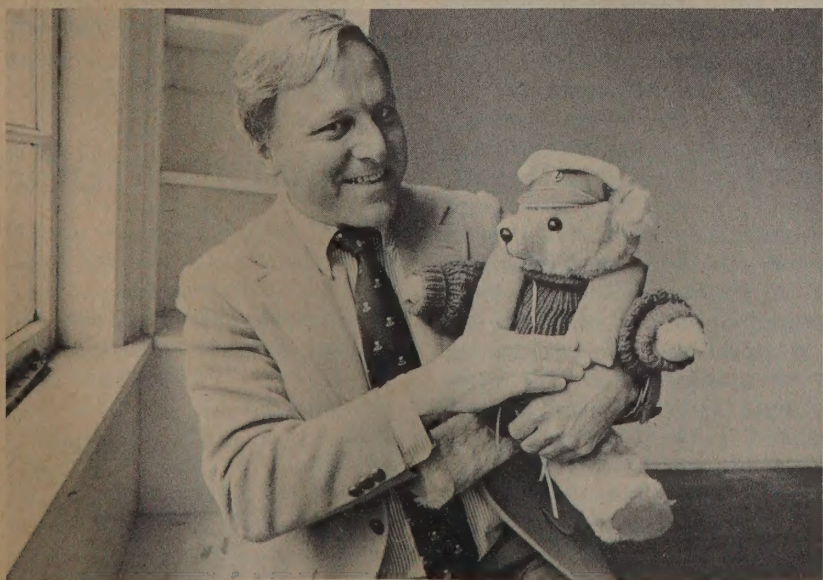
The change does not affect east-

ern Oregon. Studs will be allowed east of the Cascades until April 30.

At the same time, the commissioners agreed they would continue to discuss shortening the season permanently over the next few months, with a possible change being set by next season.

State Police officers are not planning to strictly enforce the early ban on studded tires, according to Superintendent John Williams.

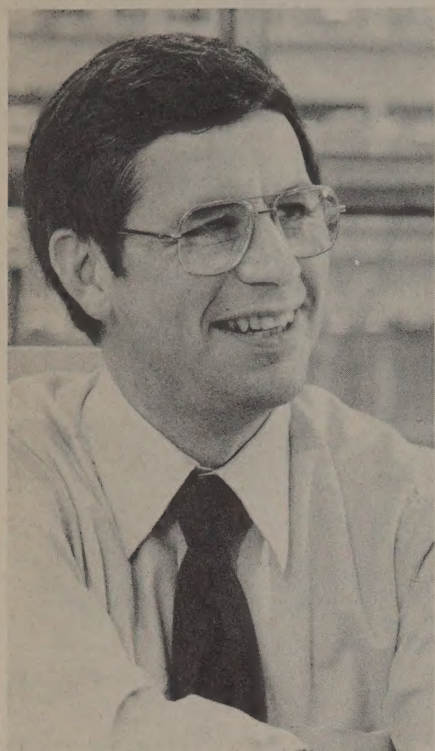
State Highway Engineer Scott Coulter said he is hoping that enough drivers in western Oregon will comply with the ban voluntarily, so that enforcement will not be needed. He estimated that the cost for repairing Oregon's highways damaged by studded tires totals more than \$1.5 million annually.



Pete Bond, Parks ocean shores coordinator, discusses beach safety with Cap'n Beware, the Beach Safety Bear. The fuzzy mascot is a spinoff from television and radio public service announcements urging people to play safely on Oregon's beaches. Bond is a member of the advisory committee coordinating the program, scheduled to begin shortly before summer vacation season.

Director's Corner

Fred Miller



Many large corporations have learned that it is productive, and in their best interests, to invest in physical fitness. Simply stated, a healthy employee is a better employee.

Literature in professional journals has demonstrated that fit employees have less frequent absenteeism, are more productive, and live longer lives, as a result of paying attention to reducing stress, controlling weight, limiting smoking and drinking, and generally staying in good physical condition.

Avoid stress

That is an area where state government has still not done enough, in my view. We do have an employee's assistance program that helps in special situations. We have experimented with a wellness program with the YMCA in Salem, focusing on smoking cessation, stress avoidance, physical fitness, and how to maintain a healthy back.

ODOT has also, from time to time, scheduled blood pressure and lung capacity checks, as well as special courses in CPR and defensive driving.

These activities have been beneficial, I believe, for individual employees and for the department. The public has benefitted, too, because when we're feeling good, we do a better job, and we serve the public more effectively.

While I do not feel it is appropriate for management to intrude into personal habits and attitudes, I am convinced the department can justify investments in helping employees improve their health.

Start walking

So, we will again make blood pressure and lung capacity checks available to our Salem employees. We may initiate a program with the YMCA that addresses various aspects of physical conditioning.

We will be marking off walking courses in Salem for employees who care to exercise during lunchtime, and we'll look for other opportunities to organize different kinds of exercise groups.

I hope that some of you will organize similar programs outside of Salem.

The department will work with you in finding ways to share worktime and personal expenditures, or non-worktime and department expenditures, so that we can jointly invest in an individual and collective fitness effort.

This spring and summer, let's make an effort to get in better shape, become healthier, feel better and, as a result, be more productive. Getting involved in such activities, singly and in groups, makes it more fun and easier for all of us.

Returns to Parks

Lanning is new assistant

Anita Lanning is the new executive assistant to Dave Talbot and Larry Jacobson, administrator and deputy, respectively, of the State Parks Division. She replaces Sharon Melby, who succeeded the retiring Isabel Albright as executive assistant to Scott Coulter, state highway engineer.

A prior Parks employee, Lanning was a secretary with the Design and Engineering Unit in 1978-79. She most recently served as management assistant to Lynn Frank, director of the Oregon Department of Energy. She had earlier been an administrative assistant at the same agency, and has also served as secretary to the president of Central Oregon Community College in Bend.

A native of Oklahoma, she moved at an early age to the state of Washington. She majored in history and social sciences at Rockmont College in Denver and the University of Colorado. She and her hus-



Anita Lanning

band, George, have two daughters, ages 13 and 15. The family resides on a small farm eight miles west of Salem.

Employees top food drive goal ; exceed last year's collection

ODOT employees collected a total of 3,190 pounds of food during February for Oregon Food Share, well over the goal of 1,000 pounds.

Bob Gormsen, food drive chairman, said this also greatly exceeds last year's figure of 800 pounds.

The amount of food collected by each division is as follows (by pounds):

- Motor Vehicles--740
- Aeronautics--117
- Parks--60
- Public Transit--37
- Transportation Building--774
- Highway:
 - Region 1--149
 - Region 2--294
 - Region 3--523
 - Region 4--370
 - Region 5--126

George Simonka, executive director of the Union Gospel Mission and Salem Women's Home, to which ODOT's food collection was donated this year, thanked the department for its efforts.

"This generous gift of food is so wonderful and needed. We will be able to feed better and more diversified meals at the Mission and Women's Home, and distribute food to families that have no other resources," said Simonka.

Letters



Aided investigation

Robin Gilliland:

I have been advised of the assistance you provided in the investigation of the attempted kidnapping of Teddy Ray Powers.

I would like to commend you, not only for the assistance you provided in the investigation, but also for the professional manner of presenting your testimony that resulted in the conviction of one suspect.

Thank you for the help. I am sure you will always be there when the need arises.

John C. Williams
Superintendent,
Oregon State Police

EDITOR'S NOTE: Gilliland is a weighmaster 1 in Coos Bay.

Crews offer assistance

Nita Wood, supervisor
Driver Improvement Unit:

I had the opportunity to speak with one of your counselors on a voluntary consultation basis near the end of October last year. The

counselor, Mr. Brad Gray of your northeast Portland office, was professional...and competent, from everything I could observe. He put me at ease immediately, listened well, interacted genuinely, and gave me sound, appropriate advice, which has helped me improve my driving. He did this all without a condescending attitude.

He also put to rest certain concerns that I had, arising from a form letter I had received containing intimidating statements inappropriate for my situation. He explained clearly and precisely how the error had arisen and relieved my concerns.

Mr. Gray represents what I would hope to see in a competent public servant, and served admirably as a representative of your office.

Bruce R. Mock
Portland

EDITOR'S NOTE: Gray is a driver improvement counselor.

Professional service appreciated

Fred Miller:

On January 10, four members of my staff were traveling to Bend to conduct a workshop on new legislation for county assessors. Near milepost 80, on Highway 22, the van in which they were traveling stopped dead, right in the middle of the road.

Luckily, it was snowing, and crews from the Highway Division were out working to keep the roads clear. A Highway Division crew happened upon our stranded van and stopped to offer assistance. They were able to radio for additional help. Quickly, another crew appeared with jumper cables. Because of the actions of these crews, we were able to get the van restarted and make it to Bend in time to conduct the workshop.

Mick J. Harchenko
Salem

EDITOR'S NOTE: Gary Hughes and Jim Toney of Jack Wills' Santiam Junction crew were the employees who aided Harchenko and his staff.



Oregon Department of Transportation
An Equal Opportunity Employer
Oregon Transportation Commission

Anthony Yturri
Peter J. Brix
N. B. Giustina
Robert F. Dwyer
Sam Naito

Director
Fred Miller

George Bell
Assistant Director for
Intergovernmental and
Public Affairs

Kathy Patten
Interim Managing Editor

Marge Doane
Word Processing

John Davenport
Graphics

Published by:
The Office of Public Affairs
104 Transportation Building
Salem, Oregon 97310
Phone: 378-6546



Bill Richmond, technical support supervisor, checks the operation of lines coming into the ODOT computer system at the MODEM control rack. Signals light up on a MODEM when a terminal in the field is transmitting or receiving data.

New ODOT computer gives faster service

ODOT has a new main computer.

The department's previous computer was removed. The new one, purchased from the Executive Department's Data Systems Division, recently was moved across the hall to ODOT's Information Systems Branch on the fifth floor of the Revenue Building in Salem. The transition was made during a weekend so that divisions using the computer wouldn't be inconvenienced.

According to Bill Richmond, technical support supervisor, the purchase was necessary because the previous system, actually two IBM 158 computers, was filled to capacity. The new IBM 3033 computer was "a bargain," he said. The Executive Department sold it for \$240,000, although the market price would be about \$2 million.

The move was made by IBM experts and Capital City Transfer Co., as well as ODOT computer and operation supervisors, technical support staff and computer operators. The crew started moving on a Saturday and was able to bring the system up by mid-afternoon on Sunday.

"I think the transition phase for the operation was very smooth," said Richmond. "It was a good move. We put a lot of planning into it."

The new system has several features the old system didn't have. It saves money on electrical usage, has twice the amount of storage capacity, uses less floor space, and has a power generator that causes fewer power failures. The new computer also has more power, gives more information in less time, and requires less air conditioning because of a special coolant distribution unit.

Use growing

The computer serves all ODOT divisions. DMV, which stores driver and vehicle records on the system, is the biggest user. The Highway Division, the second largest user, also taps into the computer's resources to do its payroll and accounting business and some engineering work.

Richmond believes the new computer, despite its larger capacity, will fill up faster than the old one. Increased use of the system in recent years, he said, will use up the computer's 16 megabytes of storage capacity more quickly.

The previous computer was installed about 10 years ago. Richmond estimates the new system will last about five years.

"We've had such growth in the past year and a half—I think it was more than we anticipated," he said.

For Transportation Week runs

Runners: get set to go the distance

It's time to start getting in shape for ODOT's sixth annual National Transportation Week Run, to be held at Salem's Minto-Brown Island Park at 9 a.m., Sat., May 12.

Runners from state transportation departments across the country compete in the event, which will kickoff a series of activities in celebration of National Transportation Week, May 14-19.

Last year, more than 100 participants completed either the two-mile fun run or the 10-kilometer (6.2 miles) challenge run. Oregon placed first nationally in the master's 10K (age 40-plus), second in the women's 10K, and fifth in the men's 10K.

Run coordinator Bob Rolph said that in addition to certificates

awarded to all who finish either run, ODOT will award first, second and third place ribbons in a number of categories and age groups.

Pre-registration forms will be distributed by mid-April. The runs are open to all ODOT employees, their families and friends, although national challenge times are recorded for employees only.

For more information, contact Bob Rolph at 378-8331.

The second annual "Run between the States," sponsored by Fred Meyer, Coca Cola and KGW Radio (62 AM) will be held the following weekend on the Glenn Jackson (I-205) Bridge.

The 12-K race, scheduled for 9 a.m. Sun., May 20, was initiated last year to celebrate the opening of the

new bridge. It will feature 10 Olympic athletes who will be representing their countries this summer in Los Angeles.

The run will be broadcast live on KGW Radio and will be highlighted on a special program that evening on KGW TV (channel 8).

Steve Hamilton, race director, said last year's event drew more than 12,000 registered runners and was the largest first-time road race in North America. It was ranked as one of the 20 best road runs in the nation, he said.

Entry fee is \$9, and registration forms can be picked up at Fred Meyer Shopping Centers and various running stores.

For more information, contact KGW at 226-5055.

Positions...

Continued from page 1

which was increased by a nickel as a result of the 1982 Surface Transportation Assistance Act.

Oregon is using its recently enacted penny gas tax (to be increased to 2 cents next January) to match the funds available from the federal gas tax.

New highway maps ready this month

A new printing of the Oregon Highway Map is expected to be completed early this month, according to Jim Bottom, information officer for the Highway Division.

Bottom said the updated map was delivered to an outside printer last month according to the contract issued by the Printing Division. A press run of 350,000 maps was ordered, which is 150,000 more copies than what has been printed in recent years.

"We've increased the number of maps this year so that we can accommodate the many schools and public agencies that have requested quantities of maps for their distribution and use," Bottom said. "The highway map is an important tool for supporting Oregon's tourism, so it's also important that it receive wide distribution."

The free map will feature a cover photo of Canadian geese flying near Mt. Bachelor, photographed by amateur photographer Bob Gowen of Sunriver.

Moore named State Cancer Crusade chairman

Denny Moore, Public Transit Division administrator, was named by Gov. Vic Atiyeh to serve again as chairman of the State Employees' Cancer Crusade. He also headed the 1983 campaign.

More than 30,000 state employees will be involved in the 13th annual statewide effort to help raise funds for the Oregon Division of the American Cancer Society.

Gerry Thompson, executive assistant to the governor, and Moore met with key state agency heads and volunteer workers last month to officially kick off the 1984 drive. Theme of the campaign this year is "We are winning!"

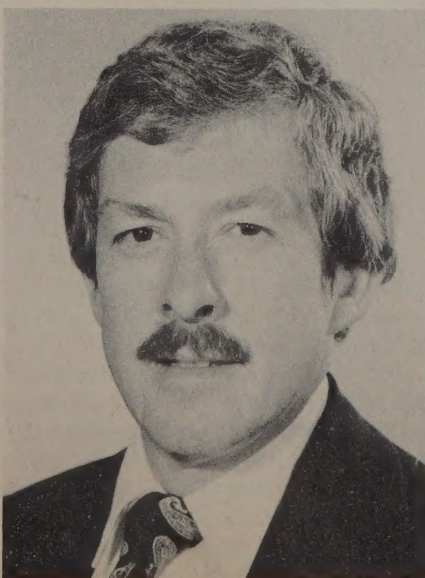
"We want to make it as easy as possible for all state employees to contribute to this life-saving effort,"

Moore said. "It battles a disease that most of us either will or already have experienced personally."

"There is no absolute cure yet but, as our theme this year suggests, we are winning. Medical research is making headway, but needs financial help. State employees can help significantly and, through this crusade, we want to provide a convenient way for them to do so," he said.

ODOT crusade coordinators this year are: Joanne Plemons, Aeronautics; John Grassman, Highway; Kim Lakin, Parks; Victor Dodier, Public Transit; Tracey Lanig and Nancy Grossman, Motor Vehicles; Jim Pettyjohn, Central Services; and Angie Vorderstrasse, Finance.

The drive will end May 4.



Denny Moore

Personnel Branch helps employees in many ways

The Personnel Services Branch consists of five separate sections that serve employees in different ways.

Personnel Operations is the largest section. It does the recruiting, interviewing and hiring of employees, and keeps a record, or "personnel action," of each employee, including position and salary changes, letters of recommendation, and disciplinary actions taken.

Bob Whipps, manager of the entire Personnel Services Branch, as well as the Personnel Operations Section, said the section has included in its budget proposal a microfiche system, so records can be kept on film cards.

Advise supervisors

Personnel officers Doris Deter, Ernie Phillips, Zoe Wilson, and Assistant Manager Bob Erickson each are responsible for different job classifications within the department, excluding DMV, which handles its own. They prepare job notices, develop and grade exams, arrange interviews and list candidates eligible for certain positions.

They also act as informal grievance counselors, provide advice to supervisors about regulations and discipline matters, and help managers meet affirmative action goals.

Shirley Ziebart, personnel specialist, has a variety of duties, including providing information on insurance, sending out claim forms, entering personnel actions on a computer, preparing reports on topics such as affirmative action, and compiling statistics, such as turnover rates.

The Training and Education Center consists of Dick Rumbolz, manager; Chuck Williamson, programs administrator; and Etta Foote, programs coordinator and office manager, currently on loan to the Executive Department for the Comparable Worth Study.

Also working at the center, tucked away in the Mill Creek

Office Building near the Salem Transportation Building, are a temporary audiovisual technician, temporary secretary, and job rotational employee.

A main feature at the center is its large training room, where day and night classes are held on a wide range of topics, such as management training and financial planning. The room is also used for videotape production.

Check out programs

The section arranges to bring instructors to the center, and provides training and education consulting services. A large selection of self-contained training programs is also available; a detailed catalog lists slide shows, videotapes and workbooks on almost every work-related subject imaginable. Programs are free, and can be used by individuals or groups.

Williamson produces some programs on subjects unique to the department, such as truck driver orientation and snow plow operation. Upon request, he makes tapes of classes, guest speakers, and messages from management to field employees. He also edits and duplicates tapes, and provides instruction on videotape production.

The Safety and Health Section is one of the smallest in the Personnel Services Branch. It is made up of Dave White, manager, and Monika Majeski, secretary.

Teaches first aid

White coordinates the five region safety officers, interprets safety codes and department policies, and helps conduct "hundreds of classes," such as CPR, first aid techniques, and defensive driving.

Through the Employee Assistance Program, the section also offers help to employees with personal problems affecting their job performance.

The Safety and Health Section works with SAIF Corporation in settling claims, and with the Workers' Compensation Department in



Bev Yost, records specialist, files an employee's personnel action. The Personnel Operations Section hopes to put all the files on microfiche.

reviewing citations, deciding whether they should be appealed, and analyzing their impact on the department.

Computerized records are kept of vehicle accidents, personal injuries, and safety achievement awards, which are given periodically to crews without a time-loss injury.

A wellness program is currently underway to promote better employee fitness and health.

The Labor Relations Section is also a two-person operation; a third position is currently vacant.

Jerry Croft, manager, and Jean Sekerak, management assistant, are responsible for establishing collective bargaining agreements on behalf of department management, and for negotiating with the Association of Engineering Employees (AEE) and the Oregon Public Employees Union.

They handle contract interpretations for general personnel questions, process both formal and informal grievances, answer civil rights questions and complaints, and respond to discipline and discharge appeals.

"Our involvement is in dispute

resolution, either for or against employees and management," said Croft. "We try to be as fair as possible."

Croft's section schedules meetings with executive officers of AEE and Director Fred Miller and his staff to air issues that have potential bargaining implications. This way, problems can be solved before they get out of hand.

Affirmative action issues are dealt with in the Civil Rights Section, which consists of Vicki Nakashima, manager; Bill Hayden, civil rights specialist; Kathy Williams, secretary; and Jim Pettyjohn, career development specialist.

Prepares report

This section develops and implements the Affirmative Action Program, provides technical assistance and training for managers, supervisors and employees, recruits qualified affirmative action employees, and assists managers in recruitment efforts.

The staff prepares an annual Affirmative Action Plan, progress reports, and data collections for compliance purposes. It assists employees in informal discrimination grievances.

It also is responsible for the internal Minority Business Enterprise program.

Pettyjohn heads the Career Development Program, which is available to all department employees. It is also used to encourage the advancement of minorities and women as part of affirmative action efforts. Another goal of the program is to establish an organizational environment that encourages career advancement.

Time to enter VIA's photo contest

VIA invites all ODOT shutters to enter this year's National Transportation Week Photo Contest, held in connection with the annual transportation events in May.

The contest is open to all department employees and retirees. Participants may enter black and white or color photos in three categories:

- 1) Transportation-related
- 2) Employee-related
- 3) Work-related

Only one photo may be entered in each category, but participants may enter all three categories. All photos must be 8 inches by 10 inches.

Photos entered in the transportation-related category can be of any type of ODOT transportation, equipment, facilities, or operations.

Entries in the employee-related category can portray any department personnel in on-the-job activities.

Pictures of any office- or field-oriented situation may be included

in the work-related category.

To submit photos, fill out the accompanying entry form (please print or type) and tape it to the back of the photograph. Send all entries, through interdepartmental mail, if possible, to:

VIA Photo Contest
Public Affairs Office
Room 104
Transportation Building
Salem, OR 97310

All entries must be received by Friday, May 11. Judging will be Monday, May 14, the opening day of National Transportation Week.

All photos will be displayed in the Conference Room of the Transportation Building in Salem during that week.

Judges for this year's contest are Orrin Russie, ODOT photographer; Roger Ritchey, deputy Aeronautics administrator, and Lee LaFontaine, transportation planner, Public

Transit.

Photos will be evaluated on composition, impact and the message conveyed by each picture. Certificates for first, second and third place will be awarded in each category.

All photos will be returned following the event. Call Kathy Patten at 378-6546 for more information.

OFFICIAL ENTRY FORM

VIA's National Transportation Week Photo Contest

Deadline: May 11

Name _____

Business Address _____

Division _____

Business Phone _____

Category (check one):

☐ Transportation-related ☐ Employee-related ☐ Work-related

Commission reviews free coffee program

The Transportation Commission may take action on the Highway Division's proposed regulations for allowing coffee in rest areas along interstate highways this month, according to Bob Schroeder, maintenance engineer.

The commission had been expected to review the proposal at its March 20 meeting--possibly adopting some version of it--but Schroeder said action was postponed to give the division adequate time to review all the testimony from a March 2 public hearing.

The next scheduled meeting of the commissioners is April 16.

Some 12 out of 50 people testified regarding the "free" coffee program, which was temporarily halted this year so that officials could establish a formal set of guidelines concerning when permission to operate a coffee stop should be granted. Those who already had been issued permits were allowed to use them, Schroeder said.

Coulter urges extra spring clean-up effort

State Highway Engineer Scott Coulter has asked Highway Division employees to put forth "a 110 percent effort" this spring to improve efficiency, to upgrade the looks and condition of state highways, and to become more involved in community activities.

In a three-part memorandum last month, Coulter said employees were being challenged to be more productive because of the Six-Year Highway Improvement Program adopted by the Transportation Commission earlier this year.

Prepare for Olympics

He called for a "spring cleanup" that would improve the looks of highways in celebration of National Transportation Week and the Olympic Torch relay run through Oregon this summer.

He also urged employees to "take time to discover what more you can do for your community this year."

Coulter said the division faces the largest construction program ever with the current six-year program. As a result, division officials will be seeking to add another 200 engineers to the payroll and to hire consulting firms. (See related story, page 1.)

"Even with additional staff and outside help, the challenge remains for us to do all we can to increase our productivity this year," Coulter stated. "It will take determination on everyone's part and a 110 percent effort, but I know each one of you is capable of handling the hard work that lies ahead."

He said one of his goals this year is to improve highway surfaces, and most employees can find ways in their daily work to improve road conditions.

"Travelers to our beautiful state should find a place--safe, clean and memorable--that they will want to visit again and again," he wrote.

Those testifying asked that the "free" coffee weekends be expanded to cover more than simply holiday weekends, and that the state provide electric power and water for user groups.

Many cited driving safety, cooperation with State Police and the reduction of rest area vandalism to support their requests.

Testimony was submitted by representatives of the Civil Air Patrol, Oregon State Police, Marion County Sheriff's Department and various emergency dispatch and REACT groups.

Intended for safety

The proposed rules include prohibiting coffee stands on any weekday or weekend, except on national holidays; requiring applications for permits to be submitted 60 days in advance; and providing that all coffee giveaways must be self-supporting, requiring no water or electricity from the rest stop area.

The proposed administrative rule also stated donations may be accepted, but not solicited.

Schroeder said the coffee stands, which began operating about 20 years ago, were intended for safety, not profit.

"They were allowed because they encouraged motorists to take a break from a tiring, monotonous drive," Schroeder said. "Our concerns have always been with safe operation of the highway system."

Three formed at ODOT

Networks provide help with career development

Three "networks," aimed at providing a supportive atmosphere for career development, have recently been developed within the department, according to Jim Pettyjohn, ODOT's career counselor. They are the Road Design Managerial Support Group, the Minority Employee Forum, and the Women's Network.

The Road Design Group was initiated by unit manager J.H. Versteeg. The group, consisting of highway engineers 4 and 5, meets one hour a week to explore current practices and developmental resources in management.

The group periodically invites speakers in management who represent different management styles and backgrounds. Speakers are presented with a list of questions to be addressed in their speeches. Managers are thus brought in contact with role models and have the opportunity to look at how successful people manage, make decisions, and develop themselves.

The 12-member group will learn to identify management methods and to acquire these skills. One purpose of the group is to help bridge the transition from one level of the organization to another, Pettyjohn said.

The Minority Forum also helps employees develop their careers. A

spinoff of Metro Region training in "Managing the Changing Workforce," the group provides Highway Division minority employees with an opportunity to ask questions and talk with Region Engineer Ed Hardt. Carol Wilson, training coordinator and affirmative action officer for Metro, is a staff assistant to the Forum.

Members do not use the Forum to discuss issues and grievances that fall under the collective bargaining contract. Instead, they address such questions as, "How do I train for advancement?" "How do I find out about promotional opportunities?" "How do I fill out an application and make a resume?" and "What does affirmative action mean at ODOT?"

The Forum also serves as a resource for the department. Eight members of the group have volunteered to help out in ODOT's Job Information Fair, co-sponsored by the Urban League in Portland's Albina community.

Karen DeLorenzo heads the Women's Network, which has goals similar to the Minority Forum. The Network meets monthly during lunch hours.

All three networks provide an opportunity for employee self-direction on issues of concern to themselves and the department.

Way Back When ...



The steam-powered roller (right) and grader in this 1929 photo prepare the Coos Bay-Roseburg Highway (US42) for oiling or paving between Coquille and Myrtle Point. According to Bud George, traffic engineer and highway historian, the third vehicle at the far end of this stretch dumped the gravel, while the grader and roller followed to level the subbase material and compact it. Although the vehicles had seats, operators usually stood in order to turn the four or five wheels. Steamrollers have since given way to motorized rollers that run on gas or diesel and have two rollers instead of one.



Jerry Robertson is VIA's roving photographer. VIA's editors frame the question of the month, and answers are edited only for length.

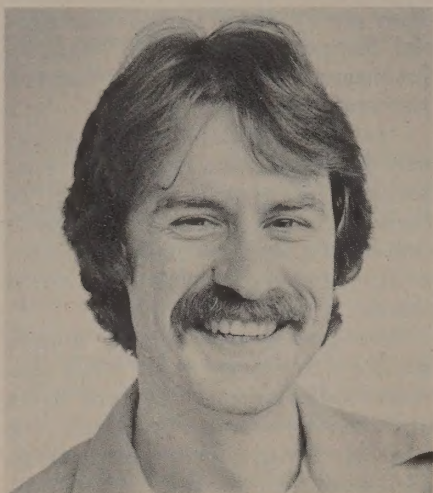
CANDID COMMENTS

How do you feel about the ongoing comparable worth study?



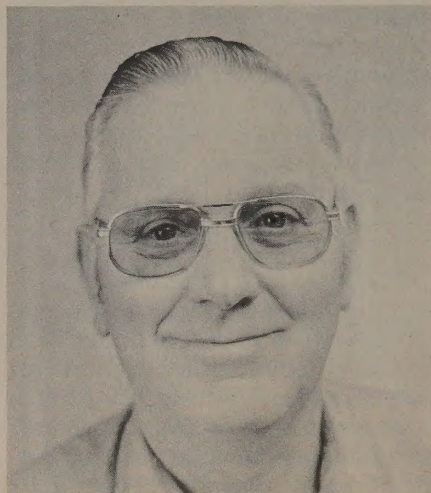
DEVONNE SELLS, DMV
Clerical Specialist, Beaverton

I think it shows good intentions on the part of the state in dealing with salary inequities. I expect that the outcome will be favorable for most state employees, and I feel that a study of this nature is long-awaited and badly-needed.



DAVE SKINNER, DMV
Secretary, Salem

I believe there are some inequities between the agencies regarding positions, job responsibilities and job classifications. I'm all for the purpose behind the comparable worth study, but frankly, I doubt if we'll see any job reclassifications resulting from it here in the division. Money doesn't seem to be around, and there's no promise that finances are going to loosen up for the state in the near future.



RICHARD ALSBURY, HWY
HMS, Troutdale

I really have a lot of mixed emotions about it. I'm not too much in favor of the whole thing in general; I think that collective bargaining is the answer. I don't think they'll ever come up with a satisfactory answer for everybody the way they're going. With both parties working together, collective bargaining is better than the other way.



CARMEN WELLS, HWY
Management Assistant, Roseburg

I am glad to see it. There are many inequities within classes, not to mention those between classes, which have an effect on morale. I will be interested to see what comes of it.



TOM EIGUREN, HWY
Assistant Project Manager, Bend

In the past 20 years, the state has had various studies. Some may have been worthwhile to some people or sections; others were a waste of time, effort and money in many persons' opinions. In all cases, only time could really tell if the study was effective. The same should apply to the comparable worth study.



DARALD WALKER, PARKS
Region 2 Park Supervisor, Tillamook

I think it's probably going to be a worthwhile study. It will stop us from getting into the situation they're in up in Washington.



SANDRA COSLOW, DMV
MVR 3, Salem

I'm really looking forward to the results of it. I think there are many inequities in the system and this may be a way to even some of that out. I'm really interested to hear about what happens in Washington, where the federal government is appealing the decision now--what the final results of it will be.

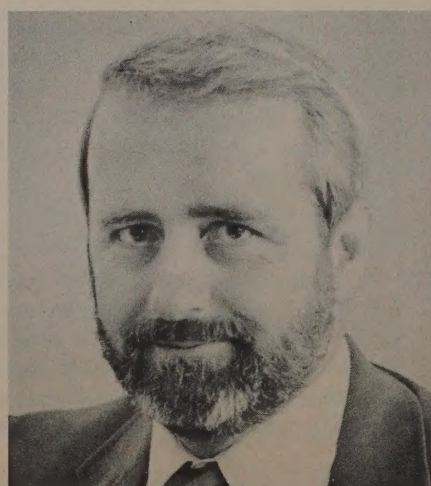


JUDY STREIGHT, HWY
HMW 2, Portland

I think it's going to be a good idea. It's something I feel is long overdue, and I hope it's not something that they do and then just set on the back burner. I hope they find out that one classification may have a lot of different responsibilities and duties in the different offices. I think there are, in some cases, some reclassifications that should be done.

MOLLY CARY, HWY
HMW 2, Lincoln City

I think it will be really interesting to see how they make their comparisons as far as maintenance. It's an awfully difficult thing to do because of different peoples' values. Some people think that if you have a college education, you should be paid a lot; others think that if you risk your life a lot, you should be paid a lot, and both are right. Whoever is making the value judgment may have a little weight to bear.



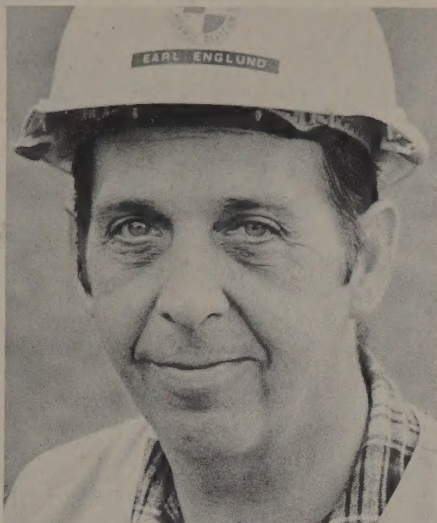
DWIGHT APPLE, DMV
Assistant Administrator
Rules and Hearings Branch, Salem

I feel very good about it. I think it should have been examined sooner. We don't really have any way to test whether the technical skills required to do one job as opposed to another are that much greater or that much less. I served on the governor's state classification task force, and one of the problems was that we've got all these classifications in state government, but very few salary ranges to deal with them.

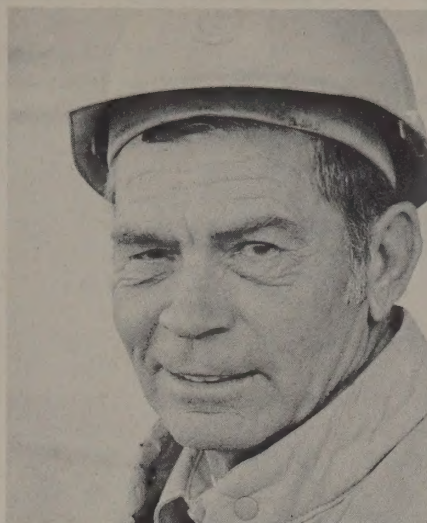
People Page



Rhonda Wells



Earl Englund



Leroy Keeney

Moving up the ranks

The following employees received promotions recently:

Earl B. Adams, Highway Maintenance Worker (HMW) 2 to HMW 3, Ontario.

Rodney D. Botts, HMW 2 to HMW 3, Enterprise.

Rodney S. Bricco, HMW 4 to Highway Maintenance Foreman (HMF) 2, Albany.

Paul L. Burns, Highway Engineer (HE) 1 to HE 3, Salem.

Marian F. Chewning, HMW 3 to HMW 4, Corvallis.

Wayne F. Cobine, Supervising Highway Engineer (SHE) C to Program Executive D, Salem.

David H. Davies, Engineering Aide (EA) to Engineering Technician (ET), Albany.

Arthur L. Dean, HE 2 to HE 3, Salem.

Kathryn Derr, Clerical Assistant to Clerical Specialist, Salem.

Allan F. Dobes, HE 1 to HE 3, Salem.

Richard L. Dominick, Materials Testing Engineer to Senior Materials Testing Engineer, Salem.

Kenneth R. Doud, Right-of-Way Agent to Senior Right-of-Way Agent, Salem.

Earl M. Englund, HMW 3 to HMF

1, Woodburn.

Jerry R. Erickson, HMF 1 to Highway Maintenance Supervisor B, Newberg.

Ernest E. Filley, Weighmaster to Senior Weighmaster, Woodburn.

C.O. Fredrickson, SHE E to SHE F, Salem.

Larry D. Garrison, HMW 3 to HMW 4, Salem.

Mark E. Hirota, HE 1 to HE 2, Salem.

Daniel D. Keeler, EA to ET 1, Salem.

Leroy Keeney, HMW 2 to HMW 3, Ashland.

Robert Lewis, Motor Vehicles Representative (MVR) 3, Salem, to Motor Vehicles Office Manager B, La Grande.

Douglas D. Norval, HE 2 to HE 3, Salem.

Peter Nunnenkamp, Program Executive A to Program Executive B, Salem.

Robert E. Parker, ET 3 to HE 1, Salem.

Sara J. Peterson, Clerical Specialist to Management Assistant A, Tillamook.

Luis I. Rodea, ET 1 to ET 2, Salem.

Bruce A. Rummell, HMW 2 to HMW 3, Astoria.

Thomas P. Schuft, HE 2 to HE 3, Salem.

Wayne R. Schulte, HE 3 to HE 4, Milwaukie.

Ronald D. Shartner, ET 2 to ET 3, Bend.

Michael K. Shultz, HE 3 to HE 4, Salem.

Jeffrey Silbernagel, ET 2 to ET 3, Salem.

Douglas J. Tindall, HE 3 to SHE B, Salem.

Donald W. Thurston, SHE B to SHE C, Klamath Falls.

Ricardo Trevino, MVR 2 to MVR 3, Salem.

David J. VanSchoiack, HMW 2 to HMW 3, Moro.

David R. Warrenburg, HMW 2 to HMW 3, Klamath Falls.

Rhonda J. Wells, Secretary to Administrative Assistant, Salem.

Gerald D. Wimer, SHE D to SHE E, Salem.

Elmer H. Wooldridge, HE 1 to HE 2, Salem.

Robert J. Wright, HMW 2 to HMW 3, Medford.

Tom E. Zavala, Electrician to Lead Electrician, Milwaukie.

Doris Nelson leaves ODOT

Doris Nelson, administrative assistant and secretary to Assistant Director for Administration Larry Rulien, recently left ODOT after 12 years to accept a position with the Economic Development Department.

Nelson came to ODOT in 1971 as secretary to then-director Sam Haley and has held various positions in the director's office. Throughout the years, she has seen several leadership changes and has learned to deal with different management styles. Nelson said she especially admires the style of Director Fred Miller.

"He was one of the best bosses I've ever had," she said. "He gives you a lot of leeway."

Nelson assumed her new position as assistant to Economic Development Director John Anderson in March.

"I'll miss the people and acquaintances, but it's time for a change--and a challenge," she said.

She's looking forward to her new role in a smaller agency, but said she will have to adjust to a different environment.

"It's all totally new," said Nelson.

Remembering

Long-time Highway Division employee **Leland Curry**, 66, died Jan. 3 in Eugene. Curry worked for a short time as a locating engineer in 1936, then rejoined the division in 1940 on the paving crew in Salem. In 1941, he went to work for the paving crew in Eugene as an equipment operator.

After serving in World War II, Curry returned to Eugene in 1946, where he worked until his retirement in 1980 as extra gang foreman.

Kenneth T. Wechter, 78, died Feb. 22 in Salem. Wechter started with the Highway Division in 1947, working in the field as an engineering aide. He was promoted to highway engineer 1 in 1948. In 1958, Wechter moved to the Salem offices and a year later was reclassified as an engineering technician 2. He worked in the Highway Accounting Section from 1967 until his retirement in 1971.

Raymond P. Reilly, 85, died recently in Eugene. Reilly was an employee of the Highway Division for 15 years. He worked as a surveyor in Eugene for a short time before he became an inspector, a position he held until his retirement in 1965.

Retirements

The following ODOT employee retired recently:

Bryan D. Barnes, HMW 2, Eugene, four years.

Outstanding service

PRIDE winners chosen

The Motor Vehicles Division recently gave its second annual "PRIDE" (Professional Results in Daily Endeavors) Awards to 33 employees for outstanding achievement during 1983.

Employees from the Field Services, Driver Services and Vehicle Services branches were honored on the basis of performance evaluation, attendance, driving record, letters from the public and other criteria. Each branch was evaluated by a separate committee.

Driver Services Branch winners are **Nancy Carlson**, **Judy Holt**, **Sharon Thompson**, **Marilyn Hanson**, **Kay Kuenzi**, and **Michelle Avila**.

Field Services Branch winners include: Central Region, **Eunice Dschaak**, **Jackie Vehrs**, **Aileen Pettit**; Northwest Region, **Marie Grant**, **Rick Trevino**, **Melba Parksion**; Southwest Region, **Mike Pournelle**, **Marlene Pean**, **Craig Trigg**; Eastern

Region, **Betty Thrasher**, **Al Gulstrom**, **Allen Duren**; Northern Region, **Joan White**, **Rhonda Wood**, **Maryetta James**, **Denise Akin** and **Gil McAuslan**.

Winners from the Vehicle Services Branch are **Donita Roseboro**, **Margaret Cook**, **Patty Ross**, **Ginny Wedel**, **Billie Brown**, **Sharon Heide**, **Kathy Bathke**, **Mary Dodson**, **Melba Davidson** and **Vera Woods**.

The PRIDE Awards program was initiated last year as a way to recognize employees who put forth an extra effort in their jobs.

Winners were honored at a dinner, and received special prizes. Each was also given a choice of attending a dinner meeting as guest of honor, attending a one-day idea exchange workshop with top management personnel, or spending a day on the job with the administrator, deputy administrator, or any assistant administrator or manager.

Years 5 Ago

The Motor Vehicles Division undertook two projects to improve driver services, the April 1979, *VIA* reported.

New field offices in Lincoln City, Florence, Sandy, Heppner, Madras and north Salem opened in March.

DMV also began designing a driver licensing system to improve what officials described as a "serious deterioration of customer service."

Problems began with the start of photo-licensing in 1976, when licenses were issued in field offices, but the data processing was centralized in Salem. To break up this "network," the DMV proposal called for installing mini-computers in Portland, Salem, Eugene, Medford and Pendleton regional offices, and terminals in each field office.

On the job with... **Joan Symons**

By Kathy Patten
Interim Managing Editor

When Joan Symons was in college in the early 1970s, people discouraged her from studying engineering.

"The attitude then was, 'That's not the thing for a girl to do,'" she says.

So Symons completed her degree in secondary education, but discovered she really didn't enjoy teaching. While helping her former husband study for his engineering aide exam, she became interested in engineering and decided to pursue it as a career.

Entering a male-dominated field,

does excellent work," he says.

Symons' duties include drafting and designing, writing engineering narratives, checking data between the field office and Salem, and installing and troubleshooting traffic signals, including the electronic controllers and microprocessors. She also does location and construction work involving material testing, overlay and widening.

Her growing interest in computers prompted Symons to buy a pocket computer two years ago and teach herself to use it.

Now she operates three pocket computers at work to do curves, spirals, and surveying evaluations for solving right-of-way problems. She writes programs "custom-tai-

"You come to work and don't know if you're going to work in the pucker weeds...so you dress appropriately."

though, especially without the appropriate college degree to back her up, required self-motivation and determination--qualities that finally earned Symons, 30, a job as a highway engineer 1 in Medford.

That title was a long time in coming. Symons had to work her way up one step at a time, learning new skills on the job and through college courses.

Worked her way up

In 1975, she passed her engineering aide exam with a score of 90 percent, and was hired by Project Manager Bill Maude in Medford. After a two-year layoff in 1977, she went to work in Grants Pass and was promoted to an engineering technician 1 position.

When the crew was transferred to Medford, she went back to work for Maude. Symons passed the HE 1 exam, and assumed that position in June, 1983.

"As far as I know, she's the first female to come up through the ranks to an HE 1 job," says Maude.

"She's smart. There's no halfway about it. And she works well with people," Maude says. "She dives into every assignment with a lot of enthusiasm, with a lot of care. She had no drafting experience until I started her doing it, and now she is the fastest of my draftspeople and

lored" to the office's needs and teaches other employees to use them.

She also bought a personal computer to use at home, and has taken classes at nearby Rogue Valley Community College to learn programming.

Although she prefers working in the office, Symons' job sometimes requires location work. For this reason, the dress code is strictly casual.

"I like to work in jeans and T-shirts," she says, explaining the practical reason for it. "You come to work and don't know if you're going to work in the pucker weeds or where, so you dress appropriately," she says. "You never know."

Actually, working outdoors doesn't bother Symons--much.

"I've always worked outside and I enjoy it," she says. "But it's either during the hottest time in summer or the coldest time in winter that I get called to do a job outside."

Men accept her

Being the only woman in the crew doesn't create many problems, she says. Some men have a hard time dealing with a female engineer at first, but it doesn't last long.

"There's no reason a female can't do this job," Symons says. "I get accepted as one of the crew, and we go on about our business."



As the youngest child in the family, with two older brothers, she was prepared early in life to handle those situations.

"I was the proverbial tomboy," she says.

An outdoor sports-lover, Symons got her private pilot's license three years ago. She enjoys navigation, partially because it parallels the skills she has learned in surveying.

"It's just something I wanted to do, so I did it," she says.

Symons also enjoys going to motorcycle flat-track races, and although she doesn't participate, she does ride a motorcycle to work every day from her home in Grants Pass. It's a 60-mile round trip, but Symons looks forward to it.

She has a lot of respect for the truckers that pass her motorcycle on the road; she was once a trucker herself. Her experience driving a tanker for Shell Oil Co. also taught her a lot about road surfaces, knowledge she finds valuable in her present job.

Southern Oregon is the perfect spot to be, Symons says, when it comes to camping and fishing. She and her boyfriend enjoy drift-boat-ing, and they join her family nearly

every weekend to go fishing.

Symons is used to traveling places with her family. Her father, a retired Navy officer, ("I was raised strict military," she says) moved his family around the world with him. Symons was born in California and lived in Japan before her parents decided to settle in Brownsville, Oregon, when she was six. Symons' traveling experiences have taken her to 42 of the 50 states.

Refurbished homes

After the family decided to stay in Oregon, she graduated from Albany High School and attended Eastern Oregon State College and Southern Oregon State College, where she received her degree.

The Symonses also rebuilt and sold old houses as a family project, with each member assigned to a different task. Symons learned a lot about construction from those projects.

Now, she sometimes recalls those early experiences as she works on her current highway projects. The joking and kidding between Symons and her co-workers makes her feel right at home.

"I'm just one of the crew," she says.

Retirees let us know what's happening

Clarence Frey, 1025 Cottage NE, Salem, OR 97301. Ret. HWY 1980.

"Clancy" says the most fun he has had recently was "roasting" his old friend, Gordy Winchcomb, at his retirement party last January.

He and Gordy not only worked together in highway accounting for 15 years, but also grew up together.

To keep in shape, he says he walks several miles a day, cuts wood for his fireplace, and has been building a fence around one of his rental properties.

He and his wife, Vera, make regular trips to Reno and the Oregon coast. Now, they're planning to visit a nephew this summer in Brawley, Calif.

E.E. Beckman, 1440 Norway NE, Salem, OR 97303. Ret. HWY 1977.

After 30 years with the Highway Permits Unit, "Beck" retired as its outdoor advertising supervisor in 1977.

He says a little irony has occurred in his life. His last highway working years were spent trying to control the use of billboards along the highways. Now, he says, he has spent more than a year trying to get a simple stop sign installed at an intersection near his home, but to no avail.

He tells about a motorist losing control of his car at this intersection last summer, crashing into the front of his house and then into his

pickup parked in the driveway. He says it was a good thing he was retired because it was almost a full time job getting the insurance settlement to fix his house and replace the pickup.

An old back injury from a car wreck years ago has kept him from playing golf recently, but he says he's hoping to make a comeback this summer. He and his wife, Edna, also retired, are members of the Santiam Golf Club.

...

Wayne H. Johnson, 4550 Sweagle Road, Salem, OR 97301. Ret. HWY 1981.

Having been Highway Division

Motor Pool Supervisor for 15 years may be the reason Wayne has not spent his spare time working on cars since his retirement in 1981. Instead, he and his wife, Helen, have simply enjoyed their "free time" doing the things they had planned. Included have been trips to the beach, to Reno, and to the backyard and garden.

Two young grandchildren help "keep us young," Wayne says. His son, Jim, and family live in Silverton, so he says, "We get the opportunity quite often."

Socially, Wayne and Helen divide their time between the Knights of Columbus, Eagles, and Elks lodges in Salem and Keizer.